

**From:** Joe Dorant <joe@moses-ma.ccseed.com> on behalf of Joe Dorant <jdorant@moses-ma.org>  
**Sent:** Friday, November 13, 2009 2:51 PM  
**To:** Hanchett, James (DPH)  
**Subject:** CONTRACT CONCESSIONS, FURLough AND LAYOFF INFO



Dear MOSES Member,

After intense negotiations with the Commonwealth's Office of Employee Relations (OER), the Executive Office of Administration and Finance (A&F) and the Governor, MOSES has reached a tentative agreement with the Commonwealth. The Collective Bargaining Committee met twice and voted to send to the membership the following package if and after an MOU is finalized with OER.

Most of you already know that the Commonwealth is suffering from a deficiency in the 2010 budget which, as the Governor has announced, necessitates the lay-off of 2000 state workers. In an attempt to mitigate some of these lay-offs the Governor is asking that the union membership take furloughs.

MOSES members would agree:

- To delay their pay raise by 1 year. (The legislature has not yet funded our negotiated agreement.) The 1 year delay would mean that we would get 1% July 2010 followed by 3%, July of 2011 and 3%, July of 2012. (The contract expires June 30, 2012)
- Take furloughs in the following manner( Several options under discussion)

An example:

\$0-\$49,999	0 furlough days
\$50,000-\$69,999	3 furlough days
\$70,000-\$89,999	6 furlough days

Furloughs can be served as follows: No work-no pay or work and take a comp day before December 31, 2010.

In return for these two requests the Commonwealth would agree to:

- Fund the MOSES contract with a one year delay in salary increases. If revenue goals (yet to be determined) are met, funding will be delayed 6 months instead of a year. Legislation must pass and be signed by the Governor.
- Implement Early Retirement (ERIP) legislation adding 5 years to your age or 5 years to your length of service. Legislation must pass and be signed by the Governor.
- Insure no increases to the employee's premium contribution percentage to health insurance or increases to their co-pays and deductibles, either by GIC or by legislation, through 6/30/11.
- Do a thorough analysis of the use of 03 consultants; private contractors; 120 day appointments and the ratio of management employees to union employees and, as analysis reveals, act in accordance with it.

MOSES has communicated to Secretary of Administration and Finance and to the Office of Employee Relations that without the early retirement plan; the guarantee of no increase to insurance premium percentages and co-pays; and without a review (and appropriate response) of the use of 120 day employees and 03 consultants and the ratio of management positions to union employees; and if our contract is not funded, there will be NO DEAL. If and when a final agreement is signed by MOSES and the Commonwealth, you the members will have the opportunity to vote to ratify the changes to our current contract.

Joe

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